

**DFC - CMC - 03**



DEPARTMENT OF THE NAVY  
(b)(6), (b)(7)(c)

IN REPLY REFER TO  
1616  
Ser N00/ 168  
6 Feb 18

FOURTH ENDORSEMENT or (b)(6), (b)(7)(c) ltr 1616 Ser CO/197 of  
1 Dec 17

From: (b)(6), (b)(7)(c)  
To: Commander, Navy Personnel Command (PERS-832)

Subj: DETACHMENT FOR CAUSE ICO CMDCM (b)(6), (b)(7)(c) USN

1. Forwarded, concurring with the findings and recommendations of Commanding Officer (b)(6), (b)(7)(c) that CMDCM (b)(6), (b)(7)(c) be detached for cause and retained in the naval service.

2. Administrative changes.

a. CMDCM (b)(6), (b)(7)(c) statement is amended to read FIRST ENDORSEMENT and page numbers 3 through 17 were added in pen and ink, in series with the basic correspondence. Additionally, this endorsement is amended by removing enclosure numbers (6) and (7).

b. The Second Endorsement by (b)(6), (b)(7)(c) is amended by adding page number 18 in pen and ink, in series with the basic correspondence.

c. The Third Endorsement by (b)(6), (b)(7)(c) is amended by adding page number 19 in pen and ink, in series with the basic correspondence.

3. My point of contact is LCDR (b)(6), (b)(7)(c) JAGC, USN who can be reached by email at (b)(6), (b)(7)(c) or phone at (b)(6), (b)(7)(c)

Copy to:

(b)(6), (b)(7)(c)

CDMCM (b)(6), (b)(7)(c)



DEPARTMENT OF THE NAVY  
(b)(6), (b)(7)(c)

IN REPLY REFER TO

1616

Ser NO/001

9 Jan 18

THIRD ENDORSEMENT on (b)(6), (b)(7)(c) ltr 1616 Ser CO/185 of 1 Dec 17

From: (b)(6), (b)(7)(c)

To: Commander, Navy Personnel Command (PERS-832)

Via: (b)(6), (b)(7)(c)

Subj: DETACHMENT FOR CAUSE ICO CMDM (b)(6), (b)(7)(c)

1. Forwarded, recommending approval.

(b)(6), (b)(7)(c)

Conv to:  
(b)(6), (b)(7)(c)



DEPARTMENT OF THE NAVY

(b)(6), (b)(7)(c)

1616  
Ser CO/197  
26 Dec 17

SECOND ENDORSEMENT of (b)(6), (b)(7)(c) ltr 1616 Ser CO/185 of 01  
Dec 17

From: (b)(6), (b)(7)(c)  
To: Commander, Navy Personnel Command (PERS-832)  
Via: (1) (b)(6), (b)(7)(c)  
(2) (b)(6), (b)(7)(c)

Subj: DETACHMENT FOR CAUSE ICO CMDCM (b)(6), (b)(7)(c)

Ref: (a) MILPERSMAN 1616-010

Encl. (6) CMDCM (b)(6), (b)(7)(c) Detachment for Cause Appeal Letter dtd 15 Dec 17  
(7) CMDCM (b)(6), (b)(7)(c) rebuttal to enclosure (3)

1. Enclosures (6) and (7) were received electronically in (b)(6), (b)(7)(c) on 18 December 2017 and are forwarded for inclusion despite content and delivery outside the manner proscribed in reference (a) and agreed to by enclosure (5).

2. I have reviewed Master Chief (b)(6), (b)(7)(c) statement. His recollection departs from the facts in several instances and I stand by the observations I made at the time events occurred as reflected in Enclosure (3) of ltr dated 01 December 2017.

3. The assertion that his involvement in command decision making significantly diminished over time is accurate. From the early days of his assignment he was challenged in providing factual information, researching pertinent policy guidance, developing credible options, or operating on a timeline that allowed command decision space. Despite frequent verbal counseling from me and Captain (b)(6), (b)(7)(c) as reflected in his Letter of Instruction, his performance did not improve. His participation in command leadership decisions became commensurate with the value he added, his effectiveness in implementation and his credibility with the crew.

(b)(6), (b)(7)(c)

15 Dec 17

From: CMDCN (b)(6), (b)(7)(c) USN  
To: Commander, Navy Personnel Command (PERS-832)

Subj: ~~DETACHMENT FOR CAUSE APPEAL~~ (b)(6), (b)(7)(c) 14r 1616 Ser CO/185 OF 1 DEC 1  
FIRST ENDORSEMENT ON (b)(6), (b)(7)(c)

1. I have been serving in the United States Navy for (b)(6), (b)(7)(c) years. I have always strived to be the best leader and mentor for my Sailors and their families. Throughout my entire career, I have always applied or volunteered for the most challenging billets the Navy has to offer. For each billet I filled, every command has been an extremely successful tour. My leadership and performance was never called in question. My impeccable service record, evaluations and awards over the last (b)(6), (b)(7)(c) clearly documents my outstanding leadership, performance and achievements. Over the past 18 months as the Command Master Chief (b)(6), (b)(7)(c) (b)(6) I served and reported directly to the Commanding Officer, Captain (b)(6), (b)(7)(c) and the Executive Officer, Captain (b)(6).

2. From (b)(6), (b)(7)(c) 2016 through (b)(6), (b)(7)(c) 2016, the Commanding Officer was Captain (b)(6), (b)(7)(c) and the Executive Officer was Captain (b)(6), (b)(7)(c). During that time, I have never received any negative informal or formal counseling of my performance as Command Master Chief nor did I receive a mid-term counseling (October 2016) for evaluation purposes. When Captain (b)(6), (b)(7)(c) was in command, I informed him of the difficulties that I was having regarding communication with Captain (b)(6), (b)(7)(c). Captain (b)(6), (b)(7)(c) was aware of my displeasure with Captain (b)(6), (b)(7)(c) and his dismissive behavior towards me especially in front of senior leadership during our daily Khaki Calls. There was never any meeting held or sit down with Captain (b)(6), (b)(7)(c) in order to discuss or resolve the poor working relationship that was forming between me and Captain (b)(6), (b)(7)(c).

3. On 20 December 2017, Captain (b)(6), (b)(7)(c) assumed command. The lack of synchronization and the poor working relationship worsened between us. It became more and more evident to the Wardroom and Chiefs Mess that there was a problem within the TRIAD. Over the course of 11 months, it became increasingly difficult to perform my duties as the Command Master Chief (b)(6), (b)(7)(c). Captain (b)(6), (b)(7)(c) would continuously exclude me from discussions and decisions that affected the ship, the schedule, manning, and the welfare of crew. In addition to what I have already stated, the following incidents are also provided:

- a. Captain (b)(6), (b)(7)(c) never invited or included me in his daily or weekly sit downs with the XO to ensure communication and synchronization was in place with the TRIAD.
- b. Captain (b)(6), (b)(7)(c) did not provide me with notification of any deficiencies in performance until the Letter of Instruction (LOI) which was issued on 12 April 2017.
- c. Captain (b)(6), (b)(7)(c) did not perform a follow-up counseling with me after issuing my LOI, nor did I receive any further verbal or written counseling from the Captain or Executive Officer.
- d. Captain (b)(6), (b)(7)(c) continuously kept me out of the loop on matters pertaining to enlisted Sailors.

-Enclosure (6)-

e. Captain (b)(6), (b)(7)(c) held sit downs or meetings with enlisted Sailors without notifying me or providing any follow-up after the meetings.

f. Without coordinating or notifying with me first, Captain (b)(6), (b)(7)(c) conducted two CO's call with the CPO Mess while I was on leave.

g. Captain (b)(6), (b)(7)(c) routinely made senior enlisted positions and/or collaterals duties changes without my knowledge, input or having any say in the decision process.

h. Captain (b)(6), (b)(7)(c) regularly exhibited dismissive behavior and displeasure towards me in front of senior leadership during weekly/daily meetings.

i. Captain (b)(6), (b)(7)(c) constantly pushed back my early notification for the crew to complete mandatory fleet training (i.e.: Full Steam Ahead, Blended Retirement System) which only became a priority after Executive Officer received (b)(6), (b)(7)(c) notification of ships low percentage of completion.

j. Captain (b)(6), (b)(7)(c) was quick to criticize me or the CPO Mess for items that arrived late to his desk for signatures (i.e.: SOQ, SOY, EVALS, instructions), when many times they were already with the XO or with Department Heads.

4. I was issued an LOI from Captain (b)(6), (b)(7)(c) on 12 April 2017 with Captain (b)(6), (b)(7)(c) present. Though the LOI listed many of the items and attributes that a good CMC should have, there were no specific issues/incidents cited nor were they debriefed at the counseling session. I was not provided a copy of the LOI after I signed it, but the CO stated he would get me a copy. On the morning of 26 April 2017, I informed the CO that I had yet received a copy of the LOI. Within a couple of hours, Captain (b)(6), (b)(7)(c) came by my office and gave me a copy.

5. The only evaluation I received (b)(6), (b)(7)(c) was for the reporting period of 10 May 2016 to 15 April 2017 which was debriefed by Captain (b)(6), (b)(7)(c) 2 June 2017. The evaluation debrief was very quick where the Captain (b)(6), (b)(7)(c) stated that the evaluation was just for formality purposes since he just recently issued me an LOI. No E9 midterm counseling was conducted to discuss my performance, but my evaluation (enclosure 2) block 30 lists the date of 5 April 2017, which was the date of my LOI, just 10 days before the end of my evaluation period.

6. Over the course of last year, I routinely sat down with the Executive Officer, Captain (b)(6) to discuss the difficulties I was having with Captain (b)(6), (b)(7)(c). Additionally, I reached out to (b)(6), (b)(7)(c) and fellow Master Chiefs within the community to seek guidance to improve my relationship and communication with Captain (b)(6), (b)(7)(c). In my attempts to improve the communication between Captain (b)(6), (b)(7)(c) and I; however, it always seemed to be unsuccessful as Captain (b)(6), (b)(7)(c) overlooked or denied many of my program recommendations which inhibited to perform my duties as the CMC and to take care of Sailors.

7. I served as Command Master Chief (b)(6), (b)(7)(c) prior to (b)(6), (b)(7)(c). I successfully lead, trained and mentored a crew (b)(6), (b)(7)(c) which included (b)(6), (b)(7)(c) during a seven month (b)(6), (b)(7)(c) tour. During my tour (b)(6), (b)(7)(c)

I never experienced any lack of trust or absence in communication within the TRIAD, nor was I refrained from performing my duties and responsibilities as CMC.

8. As I devoted my career to the U.S. Navy for (b)(6), (b)(7)(c) years and dedicated my life to achieve the Navy's mission and supporting Sailors and their families. Respectfully request that everyone in this routing chain of command disapproves this Detachment for Cause, remain a Command Master Chief, and be reassigned to Command Master Chief billet.

(b)(6), (b)(7)(c)